

Lexington City Schools

Strategic Plan 2022-2028



Lexington City Schools

ADMINISTRATIVE STAFF:

- ❖ Rebecca Walters, LCS Division Superintendent
- ❖ Jason White, LCS Director of Operations and Student Services
- ❖ Kimberly Troise, HWES Principal
- ❖ Abbott Keesee, LDMS Principal

SCHOOL BOARD MEMBERS AS OF 1/1/2022:

- ❖ Timothy Diette, Chair
- ❖ Tammy Dunn, Vice Chair
- ❖ Mollie Fox
- ❖ Katie Shester
- ❖ Michael Saunders



Lexington City Schools

SCHOOL FACILITIES

Harrington Waddell Elementary School (K-5th grade)

Lylburn Downing Middle School (6th-8th grade)

School Board Office

*All 9th-12th graders attend Rockbridge County High School as part of a tuition agreement with Rockbridge County Public Schools.

STUDENT AND STAFF STATISTICS

Total Students: 486 (grades K-8); 153 (grades 9-12) *as of January 2022

Total Staff: 86 professional and support staff members



Lexington City Schools

DIVISION CORE STRATEGIC PLANNING TEAM:

- ❖ Kimberly Troise, HWES Principal
- ❖ Abbott Keesee, LDMS Principal
- ❖ Jen Hall, LCS Instructional Technology Resource Teacher
- ❖ Hannah Straub, HWES Teacher
- ❖ Laura Squire, HWES Teacher
- ❖ Jacky Foster, HWES Teacher
- ❖ Margaret Swisher, LDMS Teacher
- ❖ Karen Doyle, LDMS Teacher
- ❖ Jason White, LCS Director of Operations and Student Services
- ❖ Rebecca Walters, LCS Division Superintendent



Lexington City Schools

STRATEGIC PLAN OVERVIEW:

The Lexington City Schools Strategic Plan 2022-2028 focuses on the improvement of the educational system designed and implemented for the students in our school district. The plan requires commitment from the School Board, Superintendent, administrators, teachers, staff, and citizens of Lexington City. The plan includes goals and objectives building off of the previous strategic plan with updates developed from stakeholder feedback via the survey administered in Fall 2021. The current plan represents the changing needs of our students, staff, and community and reflects many hours of work by many people.

This plan serves as a framework and guide for the work of the district and the individual schools and is revisited and adapted annually as needed. The starting point for this work began in August 2021 with the faculty and staff of Lexington City Schools reviewing and reflecting on the guiding principles, vision, and mission of the district. The newly agreed upon guiding principles, vision, and mission are stated on slide 6.



Lexington City Schools

VISION

Creating empowered learners, thinkers, and citizens

MISSION

- ❖ Nurture
- ❖ Inspire
- ❖ Challenge

OUR CORE PRINCIPLES

We strive to create an engaging environment where:

- ❖ All children can learn and are given opportunities to grow.
- ❖ Diversity is recognized and celebrated.
- ❖ We foster caring and compassionate citizens.
- ❖ Authentic learning experiences connect students to real life.



Lexington City Schools

TIMELINE FOR STRATEGIC PLANNING

- ❖ **August 2021** → Division staff collaborative work pre-planning
- ❖ **September 2021** → Draft core principles, vision, and mission with feedback from district staff
- ❖ **September/October 2021** → Survey school community stakeholders
- ❖ **October 2021** → Review survey results and narrow focus areas; Draft goals and strategies
- ❖ **November 2021** → Continue work on goals and strategies with staff feedback
- ❖ **December 2021** → Finalize draft of goals and strategies; Draft strategic plan format
- ❖ **January 2022** → Finalize plan for presentation to school board
- ❖ **February 2022** → Present plan to school board
- ❖ **March 2022** → Seek board approval for a new strategic plan for 2022-2028
- ❖ **March 2022** → Publish and share strategic plan with stakeholders



Lexington City Schools

STAKEHOLDER SURVEY INFORMATION

- ❖ A survey was offered to stakeholders, including students, staff, parents, community members, and business/civic leaders. Information from the survey helped guide and direct the development of our strategic plan for 2022-2028.
 - Total Responses: 130
 - Parents: 83.1% of respondents
 - LCS Employees: 25.4% of respondents
 - Business Leaders: 0.8% of respondents
 - Civic Leaders: 0.8% of respondents
 - Students: 0.8% of respondents



Lexington City Schools

STAKEHOLDER SURVEY INFORMATION:

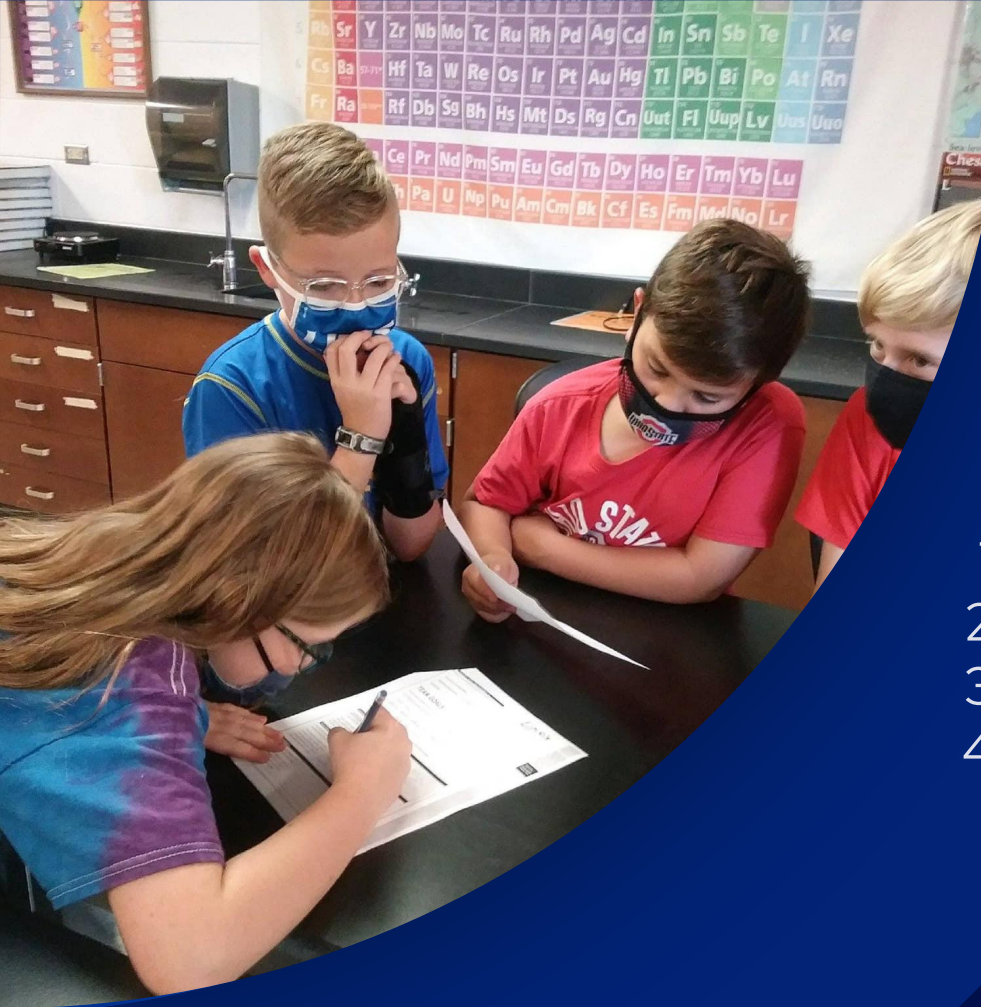


❖ Highlighted Areas of Success:

- Student/staff relationships
- Academic programs
- Safe, well-maintained school facilities
- Quality teachers and staff
- Variety of learning experiences

❖ Highlighted Areas for Growth:

- Recruit and retain high quality staff
- Support student academic growth
- Recruit and retain diverse staff
- Support mental health and wellness
- Meet the needs of students who struggle
- Prepare students for the future
- Promote a competitive salary scale



Our 4 Focus Areas

1. Student Learning & Success
2. Diversity & Equity
3. Student & Staff Well-being
4. Success through Responsible Fiscal & Human Resources Management

1. Student Learning & Success

GOAL 1: *LCS will strive to deliver curriculum through innovative and differentiated instruction that is adaptable to the diverse needs of each student.*

GOAL 2: *LCS will strive to provide authentic learning experiences that prepare students for success beyond high school.*



Student Learning & Success –

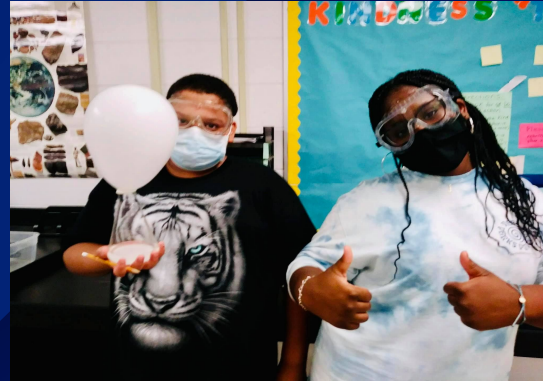
ACTION STEPS:

- ❖ Teachers will intentionally embed the 5Cs: critical thinking, creative thinking, collaboration, communication, and citizenship into curriculum and instruction.
- ❖ The district will review and seek ways to enhance gifted student programming at the elementary and middle school levels.
- ❖ The district will identify additional resources needed to support struggling students, in particular, students that do not qualify for special education services and supports.
- ❖ The district will continue to promote a balanced assessment plan that includes performance assessments and authentic learning opportunities.



2. Diversity & Equity

GOAL: *LCS will build and maintain an environment that supports and promotes inclusion for all.*



Diversity & Equity -

ACTION STEPS:

- ❖ The district will continue to refine the annual plan to recognize and celebrate cultural diversity in our schools.
- ❖ Teachers and district staff will participate in Culturally Responsive Teaching training as required by VDOE.
- ❖ Each School Improvement Team will develop goals and strategies to recognize and celebrate diversity at the school level.
- ❖ Each school will organize activities that will guide students to recognize differences and celebrate diversity through Morning Meeting/Trojan Advisory Group (TAG) structures.
- ❖ Teachers will continue to integrate culturally diverse resources into learning activities.
- ❖ LCS will review district practices and procedures to ensure equity of student enrollment in high school credit classes at the middle school.
- ❖ The schools will intentionally seek opportunities to invite and include stakeholders from diverse backgrounds and cultures to be part of extra-curricular and co-curricular activities.
- ❖ The district will establish intentional and focused recruitment efforts to bolster a diverse applicant pool.

3. Student & Staff Well-being

GOAL: *LCS will establish and promote a culture of physical and mental wellness for all.*



Student & Staff Well-being –

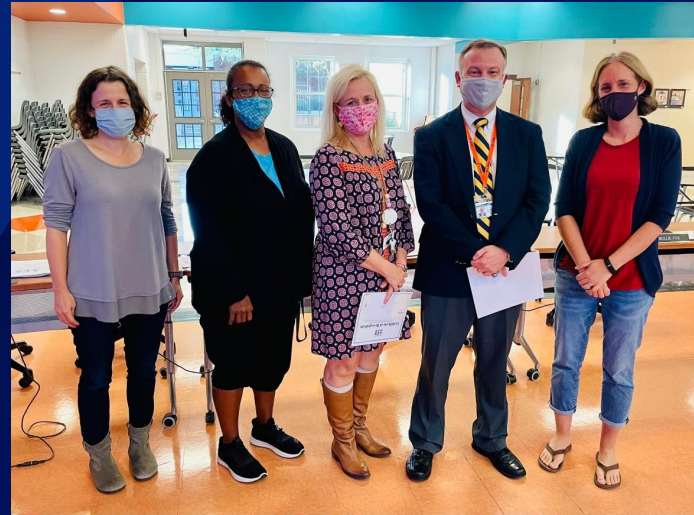
ACTION STEPS:

- ❖ The district will develop an intentional plan to include training for delivering the Social Emotional Learning (SEL) curriculum starting the 2022-2023 school year.
- ❖ The School Health Advisory Board (SHAB) will continue to focus on specific strategies to promote student and staff wellness.
- ❖ The district will re-evaluate opportunities to provide more movement breaks and outdoor time.
- ❖ The district and schools will identify opportunities to promote employee health, wellness, and engagement.
- ❖ The district will identify ways to preserve teacher contract time to use for teaching, planning, and grading by reducing and combining additional meetings to promote a strong work/life balance.



4. Success through Responsible Fiscal & Human Resources Management

GOAL: *LCS will recruit and retain high-quality employees by improving compensation and other related employment factors.*



Success through Responsible Fiscal & Human Resources Management –

ACTION STEPS:

- ❖ The district and schools together will provide safe learning environments.
- ❖ The district will provide growth and leadership opportunities for all staff by providing meaningful, relevant professional learning and collaborative work experiences.
- ❖ The district and schools will promote employee health, wellness, and engagement.
- ❖ The district will establish intentional and focused recruitment efforts to bolster a diverse applicant pool.
- ❖ The district will work with RCPS to promote student interest in education as a career.
- ❖ The district will support continuing education reimbursement for teachers and staff as budgeting allows.
- ❖ The district will continue to research and promote a competitive compensation plan for employees including a study of comparisons to other districts, reviewing current costs of living and real estate prices, and considering other incentives.

“Today is your opportunity
to build the tomorrow that
you want.” – Ken Poirot

